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August 30, 1966

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Dear Dick:

Enclosed is a note we prepared on the photographic technician situation. Hope it helps.

I am now in the process of reviewing the mass of information you have sent. In general, you tend to go into appreciably more detail than I would do, but I presume you intend the tone to be tutorial in nature. I will send comments.

Hope to see you soon.

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Vice-President  
Research and Engineering

JDF:jp

Enclosure

The attached list shows the Department of Defense approved salary qualification requirements and job descriptions for photographic technicians. We will occasionally hire gentlemen in the apprentice photographic technician class with just a high school education and no specific training as a photographic technician. This gentleman will be started at \$3,500 per year and progressed at a rate of between 5-10% increase per year. If this gentleman, after two years of experience as a trainee or apprentice technician, shows exceptional promise he can be promoted to a full photographic technician and given a substantial increase of between 20-25%. This gives us the flexibility of rewarding our people when their performance is exceptional. He, then, is in a position to continue his growth pattern with [ ] through the various steps shown.

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Gentlemen that we hire with four years of experience in the Air Force or other government services in photographic fields are started at approximately \$6,200 per year as a photographic technician. These technicians, then can be promoted on a normal 5-10% increase per year. And, if they prove exceptional, can be promoted to the senior photographic technician level, giving us the required flexibility to reward their efforts.

In addition, we have the ability to bring people that are not college degreed into [ ], as a senior photographic technician and after acquiring sufficient experience, promote them to an engineering category. This, however, is an exception and not a rule based on actual performance and the ability of an individual to grow with our organization.

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Gentlemen completing 20 years of service in the Air Force without a college degree but with extensive experience in the reconnaissance field, are generally brought in at the senior photographic technician level at approximately \$8,500 to \$9,200. They would then progress from there to the master photographic technician level or to an engineering category at approximately 5-10% per year; again, based on their performance.

SALARY QUALIFICATION REQUIREMENTS  
AND JOB DESCRIPTIONS FOR PHOTOGRAPHIC TECHNICIANS

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APPRENTICE PHOTOGRAPHIC TECHNICIAN

Qualifications: High school education. Should show promise of becoming a worthy technician with suitable on-the-job and formal training.

Job Description: Assists technicians and engineers in the performance of projects including data collection, chem mixing, helper and equipment operation, and graph plotting.

Salary Range: \$3,500 to \$5,000

PHOTOGRAPHIC TECHNICIAN

Qualifications: High school education. Minimum of two (2) years of experience specifically in the photoscience field as listed above.

Job Description: Operate standard laboratory equipments. Print and process both black and white and color films and papers. Plot and analyze sensitometric data and perform chemical and physical tests on films and papers.

Salary Range: \$5,000 to \$6,750

SENIOR PHOTOGRAPHIC TECHNICIAN

Qualifications: High school education. Minimum of five (5) years of experience as photographic technician listed above. In addition, this gentleman should have some formal college courses or military training applicable to his position.

Job Description: Perform a sophisticated analysis and test on various photographic systems. Train on new equipments and become proficient to a point where he may instruct other technicians in the utilization of new equipments. Complete working knowledge of all existing commercial and prototype sensitized materials. Supervise other photographic technicians and prepare reports for publication on projects assigned to him.

Salary Range: \$6,500 to \$9,350

SALARY QUALIFICATION REQUIREMENTS  
AND JOB DESCRIPTIONS FOR PHOTOGRAPHIC TECHNICIANS

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MASTER PHOTOGRAPHIC TECHNICIAN

**Qualifications:** High school education. Minimum of twelve (12) years of experience in the photoscience field as listed above. In addition, some college courses or military photographic training is required.

**Job Description:** Supervise efforts of other technicians and perform required photoscience tasks with minimum or no supervision from engineering staff. Train and improvise methods for performing tasks at hand. Write all reports necessary for the job assignment and assist in the training of apprentices and technicians for future jobs

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**Salary Range:** \$9,500 to \$12,500